IN THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF DELAWARE

JOHN McGRAW,	
Plaintiff,	
v.	Civil Action No.
XEROX CORPORATION,	
Defendant.	

NOTICE OF REMOVAL

Defendant Xerox Corporation (the "Defendant"), by and through undersigned counsel, respectfully submits, pursuant to 28 U.S.C. §§ 1332, 1441 and 1446, this Notice of Removal of the case styled *John McGraw v. Xerox Corporation*, currently pending in the Superior Court of the State of Delaware in and for New Castle County, Civil Action No. 06C-03-012-JOH. In support thereof, the Defendant states as follows.

- 1. Plaintiff John McGraw (the "Plaintiff") initiated this civil action by filing a Complaint against the Defendant in the Superior Court of the State of Delaware in and for New Castle County.
- 2. As of April 7, 2006, the Plaintiff has served the following process and pleadings upon the Defendant:
 - A. Complaint
 - B. Summons
 - C. Case Information Statement
 - D. Certificate of Value

Copies of the foregoing documents are attached hereto as Exhibits A through D, respectively.

- 3. The Defendant first received a copy of the Plaintiff's Complaint on March 22, 2006. This Notice of Removal is being filed with the Court within 30 days of the receipt of the Complaint by the Defendant and is timely filed. *See* 28 U.S.C. § 1446(b).
- 4. The Plaintiff is a citizen and resident of New Castle County, Delaware. (Complaint ¶ 1.)
- 5. The Defendant is a New York corporation (id. \P 2) with its principal place of business in Connecticut.
- 6. The Plaintiff alleges that his termination was a violation of the implied covenant of good faith and fair dealing. (*Id.* ¶¶ 12-14.) The Plaintiff's counsel has certified that the Plaintiff's damages are in excess of \$100,000.00, exclusive of costs and interest. (Exhibit D.) Therefore, as the Plaintiff seeks recovery in excess of \$75,000.00 in his Complaint, exclusive of interest and costs, original, diversity jurisdiction is present in this Court and removal is appropriate. *See* 28 U.S.C. §§ 1332(a) and 1441(a).
- 7. Removal to this Court is appropriate because the Plaintiff's action is pending in this district and division. *See* 28 U.S.C. § 1441(a).
- 8. A Notice of Removal to Federal Court is being filed contemporaneously herewith in the Superior Court of the State of Delaware in and for New Castle County. A copy of this Notice of Removal is attached thereto as an exhibit.
- 9. As set forth on the attached Certificate of Service, written notice of this pleading has been served upon counsel for the Plaintiff.

WHEREFORE, the Defendant respectfully notices the removal of this action to this Court from the Superior Court of the State of Delaware in and for New Castle County pursuant to 28 U.S.C. §§ 1332, 1441, and 1446. The Defendant expressly reserves all defenses available to it.

ASHBY & GEDDES

Lawrence C. Ashby (No. 468) Carolyn Hake (No. 3839) Andrew D. Cordo (No. 4534) 222 Delaware Ave., 17th Floor P.O. Box 1150 Wilmington, DE 19899 (302) 654-1888

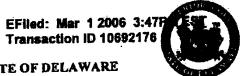
Attorneys for the Defendant, Xerox Corporation

OF COUNSEL:
Robert R. Niccolini
Elena D. Marcuss
McGuireWoods LLP
7 St. Paul Street, Suite 1000
Baltimore, Maryland 21202
410-659-4400

Dated: April 11, 2006

168363.1

EXHIBIT A



IN THE SUPERIOR COURT OF THE STATE OF DELAWARE

IN AND FOR NEW CASTLE COUNTY

JOHN MCGRAW,)
PlaintiΩ,) C.A. No. 06C-03-012 JCH
v.)) NON-ARBITRATION
XEROX CORPORATION,) JURY TRIAL DEMANDED
Defendant.)

COMPLAINT

- 1. Plaintiff, John McGraw ("McGraw"), is a resident of New Castle County, Delaware.
- Defendant, Xerox Corporation ("Xerox"), is a New York corporation registered to do business in Delaware.
- McGraw was employed by Xerox as a Senior Regional Sales Manager from January
 2005 until January 27, 2006.
- While employed by Xerox, McGraw performed well and received top honors for his district's performance.
- 5. On Monday, October 10, 2005, Mr. Ferretti, McGraw's immediate supervisor ("Ferretti") joined McGraw for a series of meetings with customers and prospective customers in the metropolitan Washington, D.C. area. On October 11, Ferretti verbally attached McGraw, at one point telling him to "shut the hell up." Ferretti immediately and without McGraw's knowledge, canceled the scheduled meetings and returned to California, ostensibly for family medical issues. That evening, in accordance with Xerox policies and procedures, McGraw registered a complaint with respect to Ferretti's conduct.

- The following day, Ferretti called McGraw to inform him that his employment with Xerox had come to an end, and he could leave the "easy way" or the "hard way." Ferretti further explained that the "casy way" was to resign and accept the modest severence being offered, while the "hard way" was being placed on a "performance improvement process" which would result in his termination. When McGraw questioned Ferretti on why he was being terminated, Ferretti responded that it was because of sexual harassment and drunkenness at meetings held in Palo Alto, California and because the customers "don't like him." Since this was the first time McGraw had heard of such problems, he asked Ferretti to elaborate. Instead of explaining, Ferretti refused to furnish any details and pushed McGraw to resign. Thus, the campaign to get rid of McGraw began.
- 7. Xerox performed an internal investigation of Ferretti's sexual harassment allegations against McGraw and found no violation. Xerox also performed an internal investigation of McGraw's allegations of Ferretti's abusive conduct and found that Ferretti's conduct was inappropriate.
- McGraw's return to work on his execution of and compliance with a Performance Improvement Process (the "Process"). The Process was implemented for McGraw as a result of new allegations by Ferretti. Since McGraw had been cleared of Ferretti's prior allegations of sexual harassment, Ferretti now alleged that McGraw had job performance problems such as an inability to properly prepare forecasts and overuse of internal sales representative resources. The Process would allow the termination of McGraw's employment in 30 days unless he was able to meet certain job performance improvement goals. The Process included tasks that, prior to his complaint against Ferretti, had never been assigned to McGraw and, more importantly, for which he had never been

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trained. However, the most startling aspect of the Process was that Ferretti would be involved in McGraw's evaluation.

- While McGraw did not object to the Process as a learning and improvement tool, 9. fearing that Ferretti would follow through on his threats to get McGraw out of Xerox in precisely this manner, he objected to allowing Ferretti to be the judge and jury of his progress. McGraw expressed his concerns about Ferretti and asked that a third party be responsible for oversight of his progress. Xerox refused McGraw's request.
- Feretti and Xerox could not reach agreement. On January 27, 2006, McGraw was 10. terminated.

Count I - Breach of the Implied Covenant of Good Faith and Fair Dealing

- Plaintiff incorporates and repeats the allegations of paragraphs 1-10 as if specifically set forth herein.
- Plaintiff was allegedly terminated on January 27, 2006 for poor job performance and 12. failure to execute a Performance Improvement Process agreement.
 - 13. McGraw was not, in fact, discharged for these alleged shortcomings.
- By manufacturing false grounds for his discharge, Xerox violated the implied 14. covenant of good faith and fair dealing.

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WHEREFORE, plaintiff, John McGraw, respectfully requests that judgment be entered in his favor in an amount to be determined after trial for compensatory damages, prejudgment and post-judgment interest, attorney's fees and other costs incurred in pursuing this action.

SMITH, KATZENSTEIN & FURLOW LLP

Laurence V. Cronin (ID No. 2385) Elfa R. Wolfe (ID No. 4164) 800 Delaware Avenue, 7th Floor

P.O. Box 410

Wilmington, DE 19899 (Courier 19801)

Telephone: 302-652-8400 Facsimile: 302-652-8405 Email: LVC@skfdelaware.com

Attorneys for plaintiff

March 1, 2006

EXHIBIT B

EFiled: Mar 1 2006 3:47F Transaction ID 10692176

IN THE SUPERIOR COURT OF THE STATE OF DELAWARE IN AND FOR NEW CASTLE COUNTY

JOHN MCGRAW,)
Plaintiff,) C.A. No. O6C-03-G12JIH
у.) NON-ARBITRATION CASE
THE REAL PROPERTY.) JURY TRIAL DEMANDED
Defendant.	ZOOS IT
<u>s</u> 1	UMMONS S C S
THE STATE OF DELAWARE, TO THE SHERIFF OF NEW CASTL YOU ARE COMMANDED:	E COUNTY:

To summon the above named defendant, so that, within 20 days after service hereof upon defendance exclusive of the day of service, defendant shall serve upon Laurence V. Cronin, plaintiff's attorney, whose address is 800 Delaware Avenue, P.O. Box 410, Wilmington, Delaware 19899, an answer to the complaint (and, if an affidavit of demand has been filed, an affidavit of defense).

To serve upon defendant a copy hereof and of the complaint (and of the affidavit of demand if any has been filed by plaintiff).

Dated: 3/16/06

TO THE ABOVE NAMED DEFENDANT:

In case of your failure, within 20 days after service hereof upon you, exclusive of the day of service, to serve on plaintiff's attorney named above an answer to the complaint (and, if an affidavit of demand has been filed, an affidavit of defense), judgment by default will be rendered against you for the relief demanded in the complaint (or in the affidavit of demand, if any).

Dated:

Rev 3/91-1

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EXHIBIT C

SUPERIOR COURT CIVIL CASE INFORMATION STATEMENT (I Efiled: Mar 1 2006 3:47)

COUNTY: [N] K S CIVIL CASE CODE: CDBT	CIVIL ACTION NUMBER OF CONTROL OF
CAPTION:	NAME AND STATUS OF PARTY FILING DOCUMENT:
JOHN MCGRAW.	John McGraw, plaintiff
Plaintiff,	DOCUMENT TYPE: (E.G., COMPLAINT; ANSWER WITH COUNTERCLAIM)
v. XEROX CORPORATION,	Complaint
Defendants.	NON-ARBITRATION X E-Filed X (CERTIFICATE OF VALUE MAY HE REQUIRED)
	ARBITRATION MEDIATION NEUTRAL ASSESSMENT
	DEFENDANT (CIRCLE ONE) ACCEPT REJECT
	JURY DEMAND X YES NO
	TRACK ASSIGNMENT REQUESTED: (CIRCLE ONE)
	EXPEDITED STANDARD COMPLEX
ATTORNEY NAME(S): Laurence V. Cronin (LD. No. 2385)	IDENTIFY ANY RELATED CASES NOW PENDING IN THE SUPERIOR COURT BY CAPTION AND CIVIL ACTION NUMBER INCLUDING HIDGE'S INITIALS
Firm NAME: Smith, Katzensiein & Furlow LLP ADDRESS:	EXPLAIN THE RELATIONSHIP(S):
800 Delaware Avenue, 7th Floor P.O. Box 410 Wilmington, DE 19899 TELEPHONE NUMBER:	OTHER UNUSUAL ISSUES THAT AFFECT CASE MANAGEMENT:
302-652-8400 FAX NUMBER: 302-652-8405	
E-MAIL ADDRESS:	(IF ADDITIONAL SPACI! IS NEEDED, PLEASE ATTACH PAGES)

THE PROTHONOTARY WILL NOT PROCESS THE COMPLAINT, ANSWER OR FIRST RESPONSIVE PLEADING IN THIS MATTER FOR SERVICE UNTIL THE CASE INFORMATION STATEMENT (CIS) IS FILED. THE FAILURE TO FILE THE CIS AND TO HAVE THE PLEADING PROCESSED FOR SERVICE MAY RESULT IN THE DISMISSAL OF THE COMPLAINT OR MAY RESULT IN THE ANSWER OR FIRST RESPONSIVE PLEADING BEING STRICKEN.

Lcronin@skfdclsware.com

EXHIBIT D

Efiled: Mar 1 2006 3:47F Transaction ID 10692176

IN THE SUPERIOR COURT OF THE STATE OF DELAWARE

IN AND FOR NEW CASTLE COUNTY

JOHN MCGRAW,)
Plaintiff,) C.A. No
v,))) NON-ARBITRATION
XEROX CORPORATION,) JURY TRIAL DEMANDED
Defendant.)

CERTIFICATE OF VALUE

I, Laurence V. Cronin, Esquire, attorney for the plaintiff, hereby certify in good faith at this time, in my opinion, that the damages of plaintiff are in excess of \$100,000.00, exclusive of costs and interest.

SMITH, KATZENSTEIN & FURLOW LLP

/s/ Laurence V. Cronin Laurence V. Cronin (I.D. #2385) 800 Delaware Avenue, 7th Floor P.O. Box 410 Wilmington, DE 19899 (302) 652-8400 Attorneys for Plaintiff

Date: March 1, 2006

10011650.WPD

CERTIFICATE OF SERVICE

I hereby certify that this the 11th day of April, 2006 a copy of the foregoing Notice of Removal was served upon counsel for the Plaintiff at the address set forth below and in the manner indicated.

BY HAND

Laurence V. Cronin, Esquire
Etta R. Wolfe, Esquire
Smith, Katzenstein & Furlow LLP
800 Delaware Avenue, 7th Floor
P.O. Box 410
Wilmington, DE 19899

Andrew D. Cordo

SJS 44 (Rev. 11/04)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS		DEFENDANTS		
John McGraw		Xerox Corpo	ration	
• •	of First Listed Plaintiff New Castle, DI CCEPT IN U.S. PLAINTIFF CASES)	NOTE: IN LAN	of First Listed Defendant (IN U.S. PLAINTIFF CASES) D CONDEMNATION CASES, USINVOLVED.	,
	Address and Telephone Number) SMITH, KATZENSTEIN & FURLOW LL: th Flr., PO Box 410, Wilmington	, ASHBY & GEDDES	shby, Carolyn Hake, 5, 222 Delaware Ave mington, DE 19899,	e. 17th Flr., PO
II. BASIS OF JURISD	ICTION (Place an "X" in One Box Only)	III. CITIZENSHIP OF P	RINCIPAL PARTIES	
☐ 1 U.S. Government Plaintiff	☐ 3 Federal Question (U.S. Government Not a Party)	(For Diversity Cases Only) P Citizen of This State	TF DEF 1 1 Incorporated or Pr of Business In Thi	
☐ 2 U.S. Government Defendant	√2 4 Diversity (Indicate Citizenship of Parties in Item III)		of Business In A	Another State
		Citizen or Subject of a Foreign Country	13 🗖 3 Foreign Nation	06 06
IV. NATURE OF SUIT	(Place an "X" in One Box Only)	- Committy		
CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
□ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment ∞ Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excl. Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits ▼ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise □ REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 240 Torts to Land □ 245 Tort Product Liability □ 290 All Other Real Property	PERSONAL INJURY □ 310 Airplane Product Liability □ 320 Assault, Libel & Slander □ 330 Federal Employers' Liability □ 340 Marine □ 345 Marine Product Liability □ 345 Marine Product Liability □ 355 Motor Vehicle Product Liability □ 355 Motor Vehicle Product Liability □ 360 Other Personal Injury □ 360 Other Personal □ 370 Other Personal □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 380 Product Liability □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 380 Product Liability □ 380 Product Liability □ 360 Other Personal □ 370 Other Personal □ 370 Other Personal □ 380 Product Liability □ 370 Other Personal □ 370 Other Personal □ 380 Product □ 370 Other Personal □ 370 Other Personal □ 380 Product □ 370 Other Personal □ 380 Product □ 370 Other Personal □ 370 Other Personal □ 380 Product □ 370 Other Personal □ 370 Ot	G20 Other Food & Drug	□ 422 Appeal 28 USC 158 □ 423 Withdrawal 28 USC 157 □ PROPERTY RIGHTS □ 820 Copyrights □ 830 Patent □ 840 Trademark □ 861 H1A (1395ff) □ 862 Black Lung (923) □ 863 DIWC/DIWW (405(g)) □ 864 SSID Title XVI □ 865 RSI (405(g)) □ FEDERAL TAX SUITS □ 870 Taxes (U.S. Plaintiff or Defendant) □ 871 IRS—Third Party 26 USC 7609	400 State Reapportionment 410 Antitrust 430 Banks and Banking 450 Commerce 460 Deportation 470 Racketeer Influenced and Corrupt Organizations 480 Consumer Credit 490 Cable/Sat TV 810 Selective Service 850 Securities/Commodities/Exchange 875 Customer Challenge 12 USC 3410 890 Other Statutory Actions 891 Agricultural Acts 892 Economic Stabilization Act 893 Environmental Matters 894 Energy Allocation Act 895 Freedom of Information Act 900Appeal of Fee Determination Under Equal Access to Justice 950 Constitutionality of State Statutes
Original 2 Re	ate Court Appellate Court Cite the U.S. Civil Statute under which you as	Reinstated or another Reopened (speci		
VI. CAUSE OF ACTIO	ON 28 U.S.C. 1332 Brief description of cause: Removal of action alleging is	oreach of the implied	covenant of good	faith & fair dealing
VII. REQUESTED IN COMPLAINT:	☐ CHECK IF THIS IS A CLASS ACTION UNDER F.R.C.P. 23	DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint: **M Yes
VIII. RELATED CASE IF ANY	(See instructions): JUDGE		DOCKET NUMBER	
DATE April 11, 2006 FOR OFFICE USE ONLY	SIGNATURE OF AT	TOWNEY OF RECORE		
RECEIPT#A	MOUNT APPLYING IFP	JUDGE	MAG. JUE	OGE

AO FO	DM 8	SRECI	TPT /R	EV 9/04)

United States District Court for the District of Delaware

0 6 - 2 4 3 Civil Action No.

ACKNOWLEDGMENT OF RECEIPT FOR AO FORM 85

NOTICE OF AVAILABILITY OF A UNITED STATES MAGISTRATE JUDGE TO EXERCISE JURISDICTION

HEREBY ACKNOWLEDGE	RECEIPT OF COPIES OF AO FORM 85.
APR 1 1 2006 (Date forms issued)	(Signature of Party or their Representative)
	(Printed name of Party or their Representative)
ote: Completed receipt will be	filed in the Civil Action